

Creating Michigan's 21st Century Workforce

People Preparing & Prepared for Work



Top Priorities in Developing a 21st Century Workforce

- Integrate workforce development with economic development efforts.
- Work collaboratively with local Michigan Works! Agencies and other local partners to provide timely services to those who have lost their jobs.
- Connect hard-to-place workers to meaningful jobs.
- Match unemployed workers with jobs through the MI Opportunity Partnership.
- Increase labor market attachment, advancement and navigation by redefining and improving workforce services and information.
- Through Regional Skills Alliances, train job seekers for in-demand jobs — filling the need of employers for an appropriately trained workforce and the need of workers for jobs that are open and available.

Council for Labor & Economic Growth

- The Council for Labor & Economic Growth focuses on developing strategies to prepare Michigan's workers for the 21st Century. Executive Order 2004-36 created the business-led, business majority council and replaced the Michigan Workforce Investment Board.
- The council's members include key leaders from business, labor, community colleges, universities, community-based organizations, local workforce boards, the K-12 educational community, and government. The council recommends strategies to encourage and stimulate innovative responses to Michigan's workforce challenges.

(WIRED) Regional Workforce Innovation

Michigan received two \$15 million grants and a \$100,000 grant under the highly competitive Workforce Innovation for Regional Economic Development (WIRED) Program in 2006. Governor Jennifer M. Granholm submitted the applications on behalf of Michigan communities. Michigan is the only state in the nation to receive two of the grants awarded under the U.S. Department of Labor initiative. A third applicant, Southeast Michigan, received a Virtual WIRED designation.

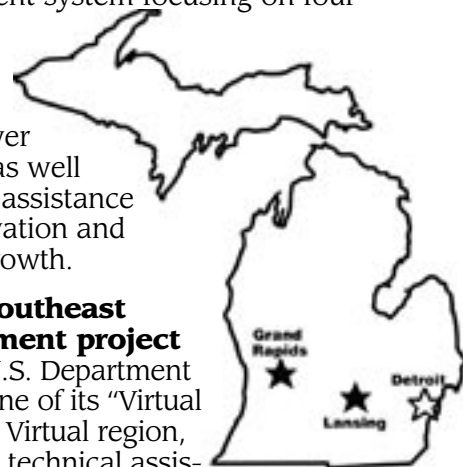
Michigan's winning proposals are:

Mid-Michigan Innovation Alliance, a region that includes 13 counties incorporating Flint, Lansing, and Saginaw. The proposal was developed under the leadership of the Charles Stewart Mott Foundation, Genesee County Economic Development Agency, and Michigan State University. A key element of the Mid-Michigan proposal is to refocus automotive supplier firms once tied to GM to emerging and growing manufacturing markets as well as the development of an alternative energy sector.

West Michigan Workforce Innovations Lab, a seven county region anchored by Grand Rapids and led by the West Michigan Strategic Alliance at Grand Valley State University. The West Michigan proposal centers on an "innovations lab" designed to advance and spawn a wide range of innovations in its regional workforce development system focusing on four areas of innovation.

Each of these regions will receive approximately \$15 million over the next three years as well as ongoing technical assistance from leaders of innovation and regional economic growth.

Additionally, the Southeast Michigan Development project was selected by the U.S. Department of Labor to become one of its "Virtual WIRED Regions." As a Virtual region, the group will receive technical assistance from the U.S. Department of Labor to support regional workforce activities, including a \$100,000 planning grant.



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Linking Workers with Emerging Job Opportunities via Michigan Regional Skills Alliances

Michigan Regional Skills Alliances (MiRSAs) were created in 2004 to ensure that job seekers in industries ranging from construction to nanotechnology will be trained to do the work that employers need now and in the future.

The 25 MiRSAs represent a wide range of industries, including 12 alliances in health care, seven in manufacturing, two in construction, and one each in utility, hospitality-tourism, forest products, and information security.

MiRSAs in Action

Northeast Michigan Health Care Workforce Alliance

- 132 hospital employees received short-term training
- 21 incumbent workers received tuition reimbursement
- eight scholarships for camps were provided in 2005

Southeast Michigan Long-Term Care RSA:

- 405 individuals enrolled in Workforce Investment Act (175) and Work First (230) programs received training or services as the result of RSA activities.

West Central Michigan Health Care RSA:

- Is targeting the demand of health care positions of licensed practical nurses, registered nurses, medical record clerks, health unit clerks, registered health technicians and registered health administrators.

MI Opportunity Partnership

The MI Opportunity Partnership's goal is to retool Michigan's job training programs and proactively steer unemployed workers toward high-demand career fields. Current goals include placing 40,000 workers into jobs by May 2007 and conducting programs to provide accelerated training for jobs in health care and skilled trades.

Accomplishments — Year One

- 47,000+ job pledges; 31,000+ job placements through the employer job pledge drive
- 101,000+ job placements through Michigan's workforce system
- \$17 million in grants through Medicaid funds to 16 universities and community colleges partnering with 23 hospitals and health care Regional Skills Alliances statewide for Accelerated Health Career Training Programs
- 32,000+ people enrolled in job training programs
- 1,400+ employers and 20,000+ job seekers participated in more than 100 job fairs and open houses

Accelerated Health Professional Training in Michigan

Michigan universities and community colleges have received more than \$17 million in grants to accelerate training for nurses and other health care professionals. The grants, which are part of the Governor's MI Opportunity Partnership, are expected to train health professionals, including RNs, LPNs, clinical nurse faculty, and allied health professionals such as respiratory therapists and pharmacy technicians. The grants are being made available with Medicaid Disproportionate Share Hospital (DSH) funds. The MI Opportunity Partnership specifically targets the health care industry because of the need for skilled workers and the existing vacancies. According to a recent study released jointly by the Department of Labor & Economic Growth (DLEG) and the Department of Community Health (DCH), the state will need to fill more than 100,000 professional and technical health care jobs in Michigan over the next decade.

Helping People in Need

- **Work First Program** — helps public assistance recipients, noncustodial parents, and recipients of noncash assistance such as Child Day Care, Medicaid, and Food Assistance.
- Funds go toward job search activities, education and training programs and employment-related supportive services such as transportation, automotive repairs, uniforms, and tools.

FY 2006 (1st Quarter Data)

- 38,330 served
- 16,536 individuals were employed (43.1%)
- Average starting wage of \$7.50
- 6,339 Family Independence Program (FIP) cases closed due to income
- **Jobs, Education, and Training (JET)** — A fundamental change that provides a blended set of services to connect Michigan's families with the kinds of jobs, education and training opportunities that will help them achieve self sufficiency and meet the workforce and skill needs of Michigan's businesses.

Four pilot sites, in partnership with Department of Human Services, have been identified for implementation in Spring 2006, in Sanilac, Oakland, Kent, and Wayne counties.

Assisting Job Seekers Adversely Impacted by Trade

The federally funded Trade Adjustment Assistance (TAA) program provides aid to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports. TAA offers a variety of benefits and re-employment services to assist unemployed workers in preparing for and obtaining suitable employment. Workers may be eligible for training, job search and relocation allowances, income support, and other re-employment services. A petition for Trade Adjustment Assistance may be filed by a group of three or more workers, their union, or a company official. Petition forms may be obtained from the local Michigan Works! Service Center.

In 2005:

- **The Trade Adjustment Assistance (TAA)** Program provided services to help train 2,757 workers

Workforce Programs for Adults

Workforce Investment Act (WIA) Adult Programs provide activities that increase the employment, retention, and earnings of qualified participants. The quality of the workforce is improved, welfare dependency is decreased, and the productivity and competitive-

ness of the economy is increased as occupational skills are attained by participants.

In 2005:

- 14,436 adults served by the 25 local Michigan Works! Agencies
- 7,749 adults received job training
- 5,927 individuals were employed at an average hourly wage of \$10.04
- \$1.64 returned for every dollar invested

Workforce Programs for Young Adults

Workforce Investment Act (WIA) Youth Program promotes leadership development and citizenship for low-income individuals age 14 through 21. Services provided through this program include tutoring, study skills training, alternative secondary school offerings, summer employment opportunities, paid and unpaid work experience, occupational skills training, leadership development opportunities, supportive services, adult mentoring, follow-up services, and comprehensive guidance counseling.

In 2005:

- 14,113 youth (age 14-21) were served by local Michigan Works! Agencies
- 9,535 youth (age 14-18) attained skills
- 1,211 youth (age 19-21) were employed
- \$7.86 average hourly wage of employed youth

Workforce Programs for Dislocated Workers

Workforce Investment Act (WIA) Dislocated Worker Programs provide core, intensive and training services to dislocated workers and displaced homemakers through the Michigan Works! Agencies. Participants can receive outreach, intake and orientation to other services, job search and placement assistance, counseling, job training, skills-upgrading, and occupational skills training.



In 2005:

- 10,334 dislocated workers were served
- 6,279 received training
- 4,663 individuals were employed at an average hourly wage of \$11.81
- \$1.79 returned for every dollar invested

Responding Quickly When There is a Layoff

Employers should contact DLEG's Rapid Response Section to schedule a Rapid Response Team meeting when fifty (50) or more workers will be impacted by a facility closure or layoff. These meetings provide employers and employee representatives an opportunity to obtain invaluable information about dislocated worker services that are available locally and free to eligible applicants.

As part of Rapid Response, team members can also arrange for the following services:

- **Worker Orientation Meetings**
Coordinated by the local Michigan Works! agency, these meetings provide an opportunity for affected workers to learn more about local dislocated worker services and interact with service providers.
- **Joint Adjustment Committees (JACs)**
JACs are an ad hoc group of workers and managers working together to provide adjustment services on behalf of the workers in their facility that are about to lose their jobs due to a closure or downsizing that affects at least 100 employees. JACs work

to identify available opportunities and arrange for services necessary to assist workers in reaching their goals. The Rapid Response Team assists with establishing a committee at the worksite and actively participates in helping the committee achieve its goals.

- **Trade Information Meetings**

These meetings are held for workers who have been certified under a Trade Act petition. Local Michigan Works! agency and State of Michigan staff provide information on the benefits and services available under the Trade Adjustment Assistance Reform Act of 2002.

The Rapid Response Team is comprised of a workforce consultant from the Rapid Response Section, representatives from the local Michigan Works! agency, and a representative from the Michigan Unemployment Insurance Agency. The Rapid Response Team works together to ensure that both employers and their employees receive all available assistance to help through the closure/layoff process.

In cases where less than fifty (50) workers are impacted, the Rapid Response Section can assist employers with a referral to the local Michigan Works! agency.

For further information on Rapid Response, contact: DLEG Workforce Transition Division at 517-373-6234.

In 2005, Rapid Response:

- Responded to 289 dislocation events involving 179 closures and 110 mass layoff events
- Participated in 87 Rapid Response Team Meetings
- Facilitated the establishment and operation of joint labor-management meetings

Electrolux Case Study

Collaboration between DLEG and its partners resulted in significant success in dealing with the closure of Electrolux in Greenville, where the community faced a huge loss of jobs. Electrolux is a 127-year employer and the world's largest refrigerator manufacturer.

Since Electrolux made its closure announcement in 2004, DLEG provided Central Area Michigan Works with more than \$1.9 million in Dislocated Worker funding and \$858,000 in TAA funding. An additional \$2 million in TAA funding was awarded in March 2006 to provide training and job search assistance to Electrolux workers who lost their jobs.

Central Area Michigan Works! provides training, and job search and relocation assistance for workers affected by the closure of Electrolux and its impact on suppliers.

"This is an example of collaboration at its best with the Central Area Michigan Works!, community colleges, labor, employers, DLEG's Bureau of Workforce Programs and Unemployment Insurance Agency, and other partners working to help these families effectively and efficiently," Governor Granholm said.

Collaboration benefits workers

- Since May 2004, an ad hoc group of workers and managers have worked together to coordinate worker services.
- Worker orientation meetings were conducted on trade, unemployment, the Health Coverage Tax Credit, and other supportive services.
- Michigan Works! satellite offices were established.

Positive News for Greenville

It was recently announced that United Solar Ovonic, a Michigan-based company located in Auburn Hills, has selected Greenville as the site to build a new high-tech solar cell manufacturing facility. This project will initially create up to 563 jobs, including 200 directly by the company. The project also paves the way for an additional five plants and up to 1,000 more jobs, all in Greenville.

Assistance from the Michigan Economic Development Corporation, DLEG, and partners at Montcalm Community College, its M-TEC, and Central Area Michigan Works helped convince United Solar Ovonic to choose Greenville over a competing site in South Carolina.

Career Education Programs

- DLEG administers programs that enhance Michigan's career education system.
- Programs include adult education, career and technical education, and postsecondary education.

Adult Education

The Office of Adult Education helps adults obtain the necessary credentials and literacy skills to succeed in life, employment, and postsecondary education. Adult Education program components are Adult Basic Education, English as a Second Language (ESL), High School Completion, General Educational Development (GED), and Adult Literacy.

In 2005:

- 34,768 individuals enrolled in adult education programs through 195 providers
- 31.9% retained or improved their employment as a result of adult education services
- 58.3% entered employment as a result of adult education services
- Initiated four Distance Learning Pilots (Flint, Eastern U.P., Muskegon, and Detroit, including Hamtramck) targeting young females who recently dropped out of high school due to pregnancy. Services provided include workplace readiness skills, faster GED attainment, and postsecondary education and training. The ultimate goal is a career that will lead to self-sufficiency.

Since August 2005:

- 61 students completed workplace readiness skills
- Three students obtained GEDs
- 74 students enrolled for the next session

Postsecondary Education

The Office of Postsecondary Services promotes access to, retention in, and completion of individual student goals in quality, comprehensive postsecondary services.

Key components: Community College Services, King-Chavez-Parks Initiative (KCP), Educational Corporations Unit, Veterans Education, Proprietary Schools, and Gaining Early Awareness & Readiness for Undergraduate Programs (GEAR UP).

In 2005:

- 408,208 students served at Michigan's 28 community colleges
- 28,385 students served at 15 public and 11 private universities in the KCP program
- 400 proprietary schools licensed which enroll 80,000 students
- Approved more than 200 educational institutions as eligible providers under the Montgomery GI Bill, which enrolled 6,200 veterans
- 3,743 students served by GEAR UP in three public school districts: Flint, Muskegon and Detroit



Technical Education

The Office of Career & Technical Preparation provides support for high schools and community colleges that teach specific occupational training, such as health careers, construction trades and automotive technology.

In 2005:

- 40% of 11th and 12th grade students enrolled in wage earning career and technical education programs.
- 45% of community college enrollments are in occupational training.
- Student success rates are high—95% of secondary students and 94% of community college students were employed or continued their education after completion of a program.
- Academic achievement is also monitored; 64% of secondary students and 80% of community college students met academic standards.

Michigan Talent Bank and the Michigan Career Portal

- Since 1998, the **Michigan Talent Bank** (MTB), available 24/7, at www.michworks.org, has been the state of Michigan's premier online job matching system.
- In 2005, 363,841 new resumes were placed into the MTB; and 13,830 new employers were registered. Employers post job openings and conduct searches for qualified job applicants; job seekers post resumes and search jobs.
- MTB boasts a 94% satisfaction rating among employer users; an 88% satisfaction rate among job seekers, according to a January 2006 survey. Recently added features have upgraded the look and feel of MTB.
- The **Michigan Career Portal**, the state of Michigan's online career and job information website at www.michigan.gov (click on Careers, Colleges & Training), was launched in April 2003.
- It provides online access to a wide range of career resources for job seekers, employers, parents, teachers and students.
- In 2005, Governor Granholm launched the MiInternship website (www.michigan.gov/miintern) to help students find internships in Michigan. Approximately, 245,000 searches

have been conducted and 1,180 employers have registered to post their available internships on the site.

Labor Market Information (LMI)

The Office of Labor Market Information & Strategic Initiatives is the source of a wide array of information on Michigan's labor market; whether its information on jobs, unemployment, wages, industries, or occupations.

- Produces the official monthly estimates of employment, unemployment, and the unemployment rate for Michigan and its geographic areas.
- Provides information on occupational employment and wages for Michigan and its major metropolitan areas.
- Forecasts expected growth by occupation and industry for the state and regional areas.

In 2005:

- Provided workforce information to workforce boards, economic developers, educators, and others.



Disability Service Programs

Michigan Rehabilitation Services (MRS)

MRS helps Michigan residents with disabilities achieve employment and self sufficiency.

In 2005:

- MRS staff assisted 7,537 Michiganians with disabilities into jobs.
- Rehabilitation counselors in 36 field offices and approximately 100 Michigan Works! Service Centers served more than 45,051 residents with disabilities.
- The Michigan Career and Technical Institute provided training for adults with disabilities.

Michigan Commission for the Blind

The Michigan Commission for the Blind (MCB) provides opportunities to individuals who are blind to achieve employability and/or function independently in society.

- 4,500 persons served each year
- Services provided through MCB programs:
 - Vocational Rehabilitation Services
 - Independent Living Services
 - Deaf/Blind Services
 - Youth Low Vision
 - Business Enterprise Program
 - MCB Training Center

Michigan Commission on Disability Concerns

The Michigan Commission on Disability Concerns (MCDC) is the only state agency that serves persons with all disability characteristics. The MCDC also includes the Division on Deaf and Hard of Hearing (DODHH). Both the MCDC and DODHH have governor-appointed advisory groups that meet on a quarterly basis to discuss disability issues.

The MCDC provides resources both to state entities and the general public. The MCDC offers many services, including the Michigan Youth Leadership Forum for students with disabilities, employment opportunity workshops, and interpreters for state agency functions. The MCDC is also responsible for statewide interpreter quality assurance testing.



